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## ADP® Expands Solution Globally to Meet Growing Needs of U.S. Multinational Clients for Employee Transparency in the Hiring Process

### Clients to Benefit from Background Screening and Selection Services in 166 Countries, Building on Company's Success in Serving U.S. Market

**ROSELAND, N.J. - March 3, 2015** - ADP®, a leading global provider of Human Capital Management (HCM) solutions, today announced it will expand its background screening and selection services globally, meeting growing demand from existing multinational clients for increased transparency during the hiring process with new employees.

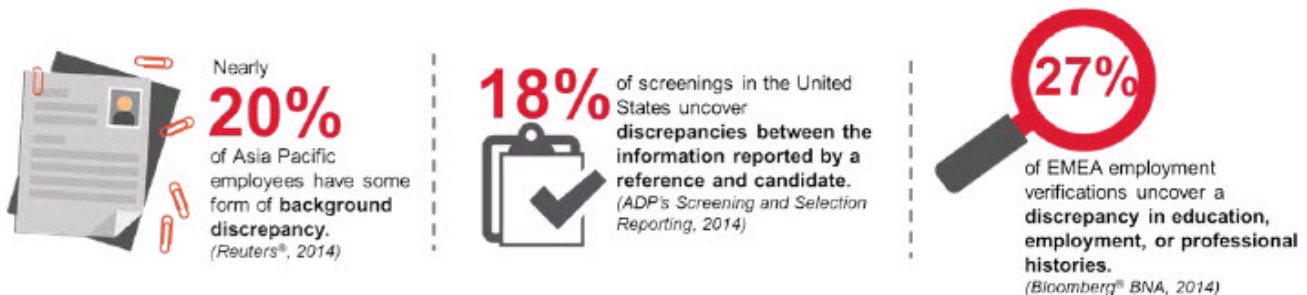
As employers seek to incorporate streamlined solutions to help enhance how they manage their people, recruiting the right resources into their organizations has never been more important. A crucial component in the talent acquisition process is the ability to use best-in-class screening and selection practices to help ensure that the candidates selected to work in an organization meet expectations and decrease hiring-related liabilities.

ADP began offering screening and selection services in the United States in 2001. Today, the company serves more than 120,000 clients of all sizes and completed more than eight million background checks in the United States last year alone.

In making its announcement, ADP said demand seemed strong given feedback it had received from existing clients and these external findings from recent surveys:

- Some 41 percent of global companies plan an increase in hiring volume in the coming year, according to a [2015 Global Recruiting Trends](#) study by LinkedIn®.
- Some 75 percent of global organizations listed talent acquisition as a main priority in the year ahead, according to [Deloitte's 2014 Global Human Capital Trends](#) research.
- Some 78 percent of global CEOs expect their companies' total headcount to remain steady or grow during the coming year, according to the [2015 CEO Survey](#) by PriceWaterhouseCoopers®.

With only 2 percent of background screening firms operating at the national or international level, ADP's new service offers clients a comprehensive screening solution that facilitates best-in-class hiring decisions across 166 countries.



"This development addresses two major conflicting issues in the talent markets today: The need to act quickly and decisively, and to mitigate risks and uncertainties," said Christa Degnan Manning, Senior Vice President, Global Workforce and Talent Strategies practice of HfS Research®. "Managers need better decision support to make good hires - often virtually. At the same time, their companies need to vet people within complex regulatory environments that are increasingly concerned with privacy and security. ADP's expansion reflects the trend that companies want to partner more tightly with fewer service firms they trust to seamlessly support their workforces worldwide."

ADP's service offers U.S.-based multinational companies an integrated screening and selection solution built around on-demand technology and supported by ADP's screening and compliance experts.

"Multinational employers today are competing on a global scale to attract top talent, but are unable to find the background screening expertise so critical to business success," said Terry Terhark, President of Talent Acquisition Solutions at ADP. "We're known in many parts of the world for payroll, but ADP tools like this help companies make better hiring decisions. Expanding our pre-employment screening services from the U.S. market to help our clients globally helps to bring transparency to every candidate and creates a better workforce to drive creativity and purpose."

ADP's global pre-employment solution offers the following:

- Comprehensive identification authentication
- Criminal background checks
- Employment, education, personal/professional and credential verifications
- Access to an array of additional public records and registries
- A single system for both domestic and global applicant and employee screening
- Workflows integrated with other ADP solutions

With the ability to seamlessly combine with other ADP platforms and services - such as recruiting, tax credit services and onboarding - this extended offering demonstrates ADP's continued commitment to providing a streamlined, comprehensive HCM solution for companies doing business in the United States and around the world.

#### **About ADP**

Employers around the world rely on ADP® (NASDAQ: ADP) for cloud-based solutions and services to help manage their most important asset - their people. From human resources and payroll to talent management to benefits administration, ADP brings unmatched depth and expertise in helping clients build a better workforce. A pioneer in Human Capital Management (HCM) and business process outsourcing, ADP serves more than 610,000 clients in 100 countries. [ADP.com](http://ADP.com).

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